

Principal Consultant

MDA Leadership partners with organizations to strengthen individual, team, and organizational talent through powerful leadership assessment and development solutions. For 40 years, we have helped organizations select the right leaders, grow leadership capabilities, and drive high performance. Our client teams partner with regional, national, and global organizations to deliver solutions that exceed client expectations. We pride ourselves in hiring exceptional I/O psychologists with strong business acumen who have the keen ability to understand our clients' business challenges and translate their needs into impactful, integrated talent solutions.

The Principal Leadership Consultant is expected to contribute in the following ways:

- Drive new business development and client expansion by uncovering client needs and translating them into business solutions across MDA Leadership practice areas
- Build strong partnerships and deep, trusted advisor relationships with multiple clients, which requires an in-depth understanding of their organizational cultures, values, systems, business strategies, and talent needs and goals
- Shape client solutions across practice areas and deliver proposals, budgets, and presentations in partnership with practice area leaders and sales team
- Conduct behavioral interviews with VP through executive-level participants and draw accurate insights based on an integration of multiple assessment tools (e.g., personality, motives, cognitive aptitude, business simulation exercises, 360 feedback)
- Deliver strategic business simulation exercises (e.g., case studies, leadership role plays) to executives
- Provide powerful, insightful assessment feedback to HR and senior client stakeholders and executive-level participants, both orally and in writing, clearly explaining what the results mean in the context of the client organization and situation
- Provide leadership coaching at the VP level and above, including C-suite/CEO
- Contribute to creation of solutions and thought leadership in one or more practice areas (e.g., assessment, leadership development, talent systems, board services)
- Contribute well in a collaborative, team-based environment
- Lead client teams and partner with the Client Success team to ensure deliverables meet or exceed client expectations
- Provide ongoing feedback, coaching, and mentoring to other consultants
- Communicate and deliver services competently and comfortably across multiple modalities, including virtual

Skills and Competencies

- Knowledge of assessment and fundamental I/O psychology concepts (e.g., job analysis, basic psychometrics, basic research design, and assessment center design)
- Ability to translate psychological data and technical concepts into practical, client-centered applications using clear, business-relevant language
- Sound critical thinking/analytical, discernment and conceptual reasoning skills
- Strong executive presence and proven communication skills (both oral and written); ability to build effective relationships at all levels of an organization
- Ability to deliver difficult messages with clarity, candor and respect, and influence without authority
- Effectively influences diversity, equity and inclusion dynamics; culturally curious and actively works to understand multi-cultural dynamics
- Demonstrated skills in all aspect of leadership and executive coaching engagements
- Ability to lead, support, and inspire client teams to exceed client expectations in a matrixed environment
- Results oriented and resilient; ability to maintain high standards for quality even in time-pressured situations
- Ability to lead firm initiatives and complex client engagements (i.e., resource planning and deployment)
- Agility in a fast-paced environment; ability to take initiative, shift focus in response to changing demands, and move things forward despite ambiguity
- Passion for the work and for helping our clients build stronger leaders
- High integrity and unquestionable personal ethics

Qualifications

- Master's degree in Psychology, Counseling, HR or other related field with a focus on assessment highly desired
- Prior applied experience in I/O Psychology is required
- 12+ years of leadership assessment experience is required
- Coaching experience at senior leadership levels is required
- Evidence of experience leading complex client engagements; demonstrated track record of developing and delivering profitable client engagements
- Previous experience performing similar role within professional services, consulting or corporate business environment or assessment is required

Please forward cover letter and resume to: careers@mdaleadership.com

MDA Leadership is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, national origin, disability



status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.